

August 18, 2021

Dr. Joseph Harrington
Faculty Senate Chair
Phillips Hall, Room 207,
University of Central Florida
Mail Code 0070

Dear Dr. Harrington,

Please accept the attached report of activities of the Faculty and Staff Benefits Committee. The committee met four times to discuss business akin to its mission. Three issues dominated our discussions and are presented below.

(A) The distribution of sick leave hours donated under the Cares Act. With a little over 100,000 hours donated, there have been 99 requests from 43 employees with a total of 7,920 hours allotted. Nearly all requests were approved as most of the applications came from Facilities and Parking Services. The committee was informed that—under this program—OPS staff were not eligible. *The committee urges Faculty Senate to explore ways to make family members and caregivers eligible for sick leave.*

(B) The committee revisited the question of whether faculty, A&P, and staff can accrue a larger number of annual leave hours than is currently permitted and carry them forward as annual leave at yearend. *The committee urges Faculty Senate to explore ways to have these affected employees use accumulated excess hours—rather than lose them altogether.*

(C) A lingering issue that should be revisited by the next committee concerns the status and lack of benefits accorded to Other Personal Service (OPS) staff.

We hope that the enclosed report will shed light on benefit-related issues at UCF and stimulate further discussion and action. Should you have any questions, do not hesitate to contact me. It has been my pleasure to serve as Committee Chair, and I would like to express my appreciation to the Human Resources Office and committee members for assisting us in accomplishing our work this year.

Sincerely,

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